Proposed Claim Amendment

1.   (**Currently Amended**) A method of constructing a model operable to generate one or more job performance criteria predictions based on input pre-hire information, the method comprising:

electronically collecting pre-hire information from a plurality of applicants wherein at least some of the pre-hire information is collected from at least one of the applicants who responds directly on an electronic device **to provide pre-hire applicant responses to questions**;

collecting post-hire information for the applicants based on job performance of the applicants after hire**;** ~~, wherein collecting post-hire information comprises receiving payroll information for the applicants via a network, determining a termination date for an applicant from the payroll information received via the network, and determining tenure of the applicant by comparing the termination date with a hiring date of the applicant; and~~

via an information-theoretic feature selection, choosing questions from the pre-hire information as features for which respective pre-hire applicant responses serve as inputs to the model; and

from the pre-hire information and the post-hire information, ~~generating~~ **training** an artificial intelligence-based predictive model in a computer-readable medium **with observed pre-hire applicant responses for the chosen features**, wherein the artificial intelligence-based predictive model is operable to generate one or more job performance criteria

predictions comprising tenure based **at least** on input pre-hire information from new applicants

corresponding to the chosen features, whereby the one or more job performance criteria

predictions are usable as a basis for a hiring recommendation or other employee selection

information.